EXHIBIT 11

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September 8, 2023

David Figlio
Provost and Gordon Fyfe Professor of Economics and Education
University of Rochester
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Re: Grievance

Dear Provost Figlio,

I would like to express my gratitude for the opportunity to meet with you earlier this week. Your diligence in addressing my concerns regarding the removal of all my students from their respective positions is duly acknowledged and appreciated.

Following our discussion, you recommended that I engage in a conversation with Dean Heinzelman regarding the decision in question. However, after careful consideration, I have come to the conclusion that pursuing such a discussion with Dean Heinzelman may not yield a productive outcome. Consequently, I am formally requesting that you proceed with the review of my formal grievance.

Subsequent to our meeting, I became aware of certain developments that have raised serious concerns. It has come to my attention that Dr. Dissanayake, University of Rochester leadership, specifically Stephen Dewhurst, and the University's attorney, Leslie Thornton, have been collaborating on a letter intended for submission to the editors at Nature, requesting the retraction of the Lu-H-N paper. A particular communication from legal counsel for the University, addressed to Dr. Dissanayake and copied to various stakeholders, including Dean Heinzelman, contained the phrase, ***"-rest assured that things are moving along steadily in the background."*** This communication appears to reveal a premeditated plan involving Dr. Dissanayake, Leslie Thornton, and the University of Rochester, all working discreetly to influence the outcome of the investigation.

Furthermore, the proposed communication to Nature contained information that I believe to be false, misleading, and defamatory in nature. To my knowledge, no efforts were made by any University personnel involved in preparing this letter to prevent its submission to the editors at Nature. Additionally, I have not been informed of any University leadership actively including me, as the corresponding author, in discussions pertaining to the proposed retraction of the Lu-H-N paper.

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It is important to clarify that the University of Rochester leadership is endorsing a request for the retraction of the Lu-H-N paper, which involves disseminating a communication that contains false, misleading, and defamatory statements concerning me. This proposed communication was intended for circulation among University of Rochester administrators, faculty, and students, with the ultimate aim of external distribution to the editors of Nature. These actions, taken collectively by the University of Rochester administration, external legal counsel, colleagues, and students, have created an exceedingly hostile work environment. From my perspective, it appears to be a coordinated effort to effectively terminate my tenure track faculty position at the University of Rochester either directly or via constructive discharge.

Given that Dean Heinzelman was copied on the draft communication and is aware of these activities, I believe further discussions with her regarding my formal grievance concerning the removal of my students would be unproductive. Consequently, I kindly request your assistance in pursuing appropriate measures in response to our prior meeting regarding my formal grievance. I am apprehensive about potential retaliation based on the concerns outlined in this communication, and I sincerely request your handling of this matter in a manner that ensures my protection against any form of retaliation.

I genuinely appreciate your consideration of these matters. Please do not hesitate to reach out if further clarification or information is required.

Sincerely,

Ranga Dias

cc: Renato Perucchio
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